

EEO PUBLIC FILE REPORT

For the Period of 1/22/12-1/21/13

Prepared by: Comcorp of Texas License Corp.
(Licensee/Permittee)

This report covers the following employment unit:

<u>Call Sign</u>	<u>Facility ID Number</u>	<u>Type of Station</u>	<u>Location</u> <u>City, State</u>	<u>LMA</u>
KMSS-TV	12525	UHF	Shreveport, LA	None

A. The following is a list of all vacancies for full-time jobs during the above period:

<u>Job Title</u>	<u>Date of Opening</u>	<u>Date Filled</u>
1. Master Control Operator	01/09/12	03/15/12
2. Master Control Operator	02/06/12	03/06/12
3. Account Executive	04/02/12	05/29/12
4. Master Control Operator	07/13/12	10/10/12
5. Multi-Media Journalist	08/09/12	09/04/12
6. Account Executive	09/19/12	10/15/12
7. Account Executive	09/28/12	12/10/12
8. Account Executive	09/04/12	01/07/13
9. Multi-Media Journalist	11/02/12	11/20/12

B. During the above period, all of the following recruitment sources were contacted as vacancies for full-time jobs opened. Those with an asterisk (*) were organizations that requested to be contacted as job openings occurred:

Recruitment Source	Address	City	State	Zip	Contact Person	Telephone Number
1. Bossier Parish Community College *	2719 Airline Drive North	Bossier City	LA	71111	Kathy Busch	746-9851
2. Centenary College	P O Box 41188	Shreveport	LA	71121-1188	Therese Lambert	869-5042
3. Dillard University	2601 Gentilly Blvd.	New Orleans	LA	70122	Dowain L. Lee	504-816-4360
4. E.T.B.U.	1209 North Grove St	Marshall	TX	75670-1498	Bob Flannery	903-935-7963
5. Grambling State University	P O Drawer F	Grambling	LA	71245	Margie N. Pruitt	318-274-2346
6. Louisiana Tech University	P O Box 3153	Ruston	LA	71272-3153	Cheryl B. Meyers	318-257-4336
7. LSU Career Center *	1 University Place	Shreveport	LA	71115-2399	Brian Hirsch	797-5062
8. Northwestern State University	Student Union Bldg, Rm 305	Natchitoches	LA	71497	Traci LaBom	318-357-5621
9. Paul Quinn College	3837 Simpson Stuart Rd.	Dallas	TX	75241	Cynthia Marshall	214-302-3532
10. Philander Smith College	1 Dr Trudie Kibby Reed Dr	Little Rock	AR	72202	Stanley Ellis	501-370-5372
11. Prairie View A & M University	P O Box 519	Prairie View	TX	77446	Herbert Thomas	936-857-3311
12. Southern University *	3050 M L King Jr Drive	Shreveport	LA	71107	Diondrea Edwards	676-3474
13. St. Philip's College	1801 Martin Luther King Dr.	San Antonio	TX	78203	Susan Sprole	210-531-3397
14. Texarkana College	2500 North Robinson Rd	Texarkana	TX	75599	Linda Mattson	903-838-4541
15. University of Louisiana at Monroe	Harris Hall- North Wing	Monroe	LA	71209-1130	Ray Watson	318-342-5343
16. Wiley College	711 Wiley Ave	Marshall	TX	75670	Eva Harris	903-927-3300
17. Xavier University	1 Drexel Drive	New Orleans	LA	70125	Carolyn Thomas	504-486-7411
18. American Commercial College *	3014 Knight Street	Shreveport	LA	71105	Judy Killough	861-2112
19. American School of Business	702 Professional Dr	Shreveport	LA	71105	Cindy Manning	798-3333

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20.	Goodwill Industries	4000 Airline Drive	Bossier City	LA	71111	Sharron Jarmon	510-8453
21.	L.U.L.A.C. Council #16001	P O Box 5042	Bossier City	LA	71171-5042	Job Placement	318-688-5553
22.	NAACP of Shreveport	P O Box 36893	Shreveport	LA	71133	James Pannell	621-0710
23.	Remington College	2106 Bert Kouns Industrial	Shreveport	LA	71118	Becky Currier	671-4021
24.	Shreveport Job Corps Center *	2815 Lillian St	Shreveport	LA	71109	Carol Darby	226-8494 x11
25.	Texarkana Workforce Center	1702 Hampton Road	Texarkana	TX		Amy Poe	903-794-9490 x112
26.	Tx State Technical College Marshall	P O Box 1269	Marshall	TX	75671	Tonya Gatewood	(888) 382-8782
27.	Station website	NA	NA	NA	NA	NA	NA
28.	Shreveport Help Wanted. Com	NA	NA	NA	NA	NA	NA
29.	tvjobs.com	NA	NA	NA	NA	NA	NA
30.	Station TV commercial	NA	NA	NA	NA	NA	NA
31.	Employee Referral	NA	NA	NA	NA	NA	NA
32.	PeopleTek	NA	NA	NA	NA	NA	NA
33.	Town Square Media Job Fair	Pierre Bossier Mall	Bossier City	LA		Corina Maher	318-688-1130
34.	LSU-S College Career Day Job Fair	LSU-S campus	Shreveport	LA		Gina Starnes	318-797-5062
35.	Bossier Parish Comm. College-Job F	BPCC campus	Bossier City	LA		Kathy Busch	318-678-6084
36.	Remington College Job Fair	Remington College campus	Shreveport	LA		Becky Currier	318-671-4021

C. The following is a list of the vacancies for full-time jobs shown in Section A above and the recruitment source which provided the hiree for that position:

<u>Job Title</u>	<u>Recruitment Source</u>
1. Master Control Operator	Town Square Job Fair
2. Master Control Operator	Employee Referral
3. Account Executive	Station Web-site
4. Master Control Operator	Station Web-site
5. Multi-Media Journalist	Station Web-site
6. Account Executive	Station Web-site
7. Account Executive	Employee Referral
8. Account Executive	Station TV commercial
9. Multi-Media Journalist	Station Web-site

D. During the above period, there were a total of 41 people interviewed for vacancies for full-time positions. The following is a list of the total number of interviewees referred by each recruitment source shown in Section B above:

<u>Recruitment Source</u>	<u>Total No. of Interviewees</u>
1. Station TV commercial	02
2. Employee Referral	08
3. Station web-site	23
4. Job Fairs	06
5. PeopleTek (Corp Headhunters)	02

E. During the above period, the station employment unit engaged in the following initiatives (provide full details, including an explanation if no initiatives were conducted during the period involved):

The station unit mailed letters regarding our employment vacancies to seventeen (17) colleges and universities in Arkansas, Louisiana, and Texas asking for assistance in filling job vacancies. Employment outreach letters were also mailed to the Shreveport NAACP, Shreveport Job Corps Center, L.U.L.A.C. Council #16001, American Commercial College,

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American School of Business, Goodwill Industries, Remington College, Texarkana Workforce Center and Texas State Technical College at Marshall. We will review our outreach program on a continuing basis adding new recruitment organizations as new information becomes available. All job openings are placed on the KMSS-TV Web Site and posted internally at station locations. We also made additional use of the internet by posting available jobs on Shreveport Help Wanted.com and tvjobs.com.

The station also participated in four (4) local Job Fairs. First was Remington College Job Fair on February 24, 2012 attended by Dale Beasley, Business/Operations Manager, second was Townsquare Media Job Fair on February 28, 2012 attended by Dale Beasley, Business/Operations Manager and Ray Willie, Assistant Chief Engineer, third was the LSU-S College Career Day on April 14, 2012 attended by Dale Beasley, Business/Operations Manager, and the fourth was the Bossier Parish Community College Job Fair held October 12, 2012 attended by Dale Beasley, Business/Operations Manager and Ray Willie, Assistant Chief Engineer.

In February 2012, KMSS participated in the Mentoring Partnership program with Caddo Middle Magnet school. During this one day event a student visited the station for an entire day shadowing jobs of different individuals throughout the company. We plan to participate in a shadowing event every year.

During June 2012, Paula Hayward, General Manager of KMSS-TV, made the topic of our weekly department managers' meeting to review the current Employee Policies and Procedures Manual along with the current EEO Hiring Practices.

Name of Respondent: ComCorp of Texas License Corp.

Signed:

Typed Name: Paula Hayward

Title: General Manager

Telephone No.
(Include area code): 318-631-5677